

ALL INDIA TRAIN EXAMINERS' ASSOCIATION,
Southern Zone.
(Regd. No.1501)
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Jolarpettai,
Dt:- 6-4-'74.

PROCEEDINGS OF THE CENTRAL EXECUTIVE COMMITTEE

Meeting of AITA, Southern zone, held on 5-4-'74 at GTL.40 Train Examiners representing various divisions of the S.Rly and our Hony. member Sri. Chary attended. Sri. T.K. Niranjanan, president of our Association presided over the meeting.

Before the agenda was taken up for consideration, the house observed a silence for five minutes in respect of the sudden demise of Sri. R. Narayanan, TXR/CBE, one of the founder members of our Association and also of Sri. T.T.K ex-finance Minister, Govt. of India. The agenda was taken up for consideration.

Item (1) To further consider the scales of pay of our category and cadre structure to be demanded:-

Resolution :- Deferred till next meeting since, there is no official communication over the agreed pay-structure etc., issued by the Railway Board;

Item (2):-To consider the anomalies in the upgradation:-

a) MDU Division:-A perusal of the orders of the MDU division revealed that a complete deviation from the normal policies of following seniority in the case of adhoc arrangements was noticed. Besides this, it can be seen that the confidential remarks entered in the Service Register and the remark in performance, such as Average, Below average etc., were also used as a tool to victimise the TXRs for no fault of them. This has resulted in a pick and choose policy adopted by the officers of MDU Division. Though it is not only unjustified, it is also illegal since it infringes the provisions of Art. 16 read with Arts. 226 & 311 of Indian Constitution. Before giving effect to the confidential remarks for any consideration, and much more in the case of penal action, the procedures as laid down in Part IV of D.A.R. ought to have been observed. Now that, these procedures are not observed, the aggrieved persons are not given any opportunity to defend themselves against the remarks, no enquiry conducted before entering such remarks in the S.R. Book, the action of the divisional authorities is bad in law and against the principles of the natural justice, and aimed at victimisation only. Further, it is also seen, from the same orders, that the Divisional authorities have failed to take note of the instructions of the Railway Board, in the matter of hardship to TXRs, by adhoc arrangements. Indiscriminate postings, disturbing them from their existing places to far away places, eventhough there is every possibility of retaining them at their existing places, are noticed and thus used this opportunity to create FEAR COMPLEX among TXRs with a view to force them to desist from their legitimate trade union activities.

Considering the above facts, this house resolved to bring the above anomalies to the notice of the General Manager, southern Railway, with a request to interfere immediately and render justice to the TXRs in Madurai Division. Further resolved, that the General Manager, be requested to scrap the Confidential Remarks and entries pertaining to Performance such as, Average and below average made in the S.Rs, immediately and instruct all the authorities concerned to stop all entries such as Confidential remarks, performances--Average and below average etc., in future. The house will take up for review of this issue after a lapse of 45 days for further action.

MAS Division:-The house took into consideration the letter Dt: 24th March '74, addressed to General Manager over the special privilege extended to Sri. V.K. Kothandaraman, TXR to continue in MAS Division, contrary to extent rules and orders.

Resolved to confirm the action taken by the President in this connection. The review of this issue will be taken up in the next C.E.C.
(P.T.O.)

MAS Division Contd:--

The transfer of Sri. T.S.B. Rao from RPM--No action is necessary, since he is retained at RPM, as per revised orders.

The house considered the allotment of one post to the TXRs of the PWP shops, from the openline quota of MAS Division.

RESOLUTION:--Since the Shop TXR has got a separate channel of promotion and is also not included in the Open-line, the allotment for upgradation of one post from MAS division to shops has no justification at all. Hence resolved to request the C.M.E. to cancel the above allotment and allot the same to Open line, so as the next senior TXR in open line to get his upgradation; (Who is now stood deprived of upgradation)

GTL Division:--KEEPING THE SANCTIONED POSTS VACANT:--The house took note of the two posts of WFOs in scale Rs.370-475, one at GTL and the other at HPT-BG, though sanctioned long time back, yet they remained vacant. In those places, the existing HTXR/GTL in grade Rs.335-425 and the TXR-in-HPT-BG* in grade Rs.265--280, are shouldering the higher responsibilities of WFOs, without any monetary benefit, thus deprived them of their legitimate officiating allowance, even though they are shouldering a higher responsibility. Therefore, the house resolved to bring this to the notice of the General Manager, to the effect, that though the posts are sanctioned in higher grades as per Board's orders, the concerned authorities do not operate the same, for an unreasonable period without any valid reasons; and at the same time persons in the lower grades are forced to shoulder the higher responsibilities, and after shouldering the higher responsibilities of WFOs, they are still deprived of their legitimate officiating allowance, for necessary action from his office.

Anomalies in the upgradation:--It is understood, that one TXR at GTL, who was upgraded to HTXR, is now disturbed and transferred to HPT-BG, while his vacancy as HTXR in his original station i.e. GTL, was filled up by another TXR upgraded and transferred from some other station, quite contrary to the instructions of the Board in this regard.

It would be appreciable, if the authorities concerned, desist from such transfers, which create much hardships to TXRs, and retaining them at their respective Stations, wherever the upgraded posts are allotted and are to be operated. This would have facilitated the TXR at GTL, to remain at his present station itself in the upgraded post, to which some other person is drafted from some other station, resulting in more inconvenience and hardships to TXRs, and also more expensive to the administration unnecessarily, while the economy drive is now absolutely required. The house resolved to bring these anomalies to the notice of the General Manager, for immediate action.

VACANCIES LEFT UNFILLED:--The house considered the vacancies of TXRs' posts left unfilled in the following depots:--

- (i) TXRs of Panel patching in RC and GTL
- (ii) One Sickline TXR of RC depot.

Though sanctioned already, and were in operation the authorities, for no valid reasons, are keeping these posts vacant. If this is left unfilled, we are afraid, that the precision part of the work will not be properly discharged and will affect the safety. Therefore, this house keeping in view of the standard of supervision, precision part of the work and for safe running of trains, request the General Manager to instruct the authorities concerned to fill up these vacancies immediately.

3) TO CONSIDER AND TO DISCUSS OUR PARTICIPATION IN THE NATIONAL CO-ORDINATION COMMITTEE OF THE RAILWAYMEN:--The president placed the letter dated 6-3-'74, of the Convener, the National co-ordination committee of Railwaymen--Southern Zone, requesting our president to attend the meeting on 18-3-'74 at Madras. Though this letter is dated 6-3-'74, yet it was to the hands of our President on 16-3-'74 only. He also placed on the table the minutes of the National Co-ordination Committee of Railwaymen, South Zone, held on 18-3-'74, together with the 8 common demands agreed upon in the National Convention at Delhi on 27-2-'74.

At the outset, the President explained the circumstances under which he has to attend the Zonal co-ordination Committee on 18-3-'74 at Madras since there was no time for him to consult the C.E.C. in this subject. and requested the members to initiate discussions over the 8 demands adopted in the National Convention and as well as the participation in the Co-ordination Committee. Sri. Srinivasan, Div. Sec. Madras Division initiated the debate, explaining the house, that all the Railway Trade Unions except N.R.I.R. are member-participants in the Co-ordination Committee and the struggle programmed by the co-ordination committee is of an independent but not connected to SRMU alone. The struggle was shouldered by the National Co-ordination committee, comprising of all the Trade Unions among Railwaymen, for the 8 common demands. He also appealed to the house not to entertain any doubt of SRMU's agitation alone. During his debate, he felt the absence of representatives of 3 divisions and feared whether this house could be in a position to take a decision on the participation in the activities of the Co-ordination Committee and as far as MAS Division was concerned, the Divl. Council in its meeting had already decided to participate in the co-ordination Committee.

(2) Sri. S. Jayaseelan, Div. Sec. GTL, felt that our Association is of a categorical one and all our decisions and actions should be unanimous and simultaneous. He pleaded for a complete unity and he suggested that the three absentee divisions, should also be consulted in this matter. As far as GTL division is concerned, he explained that similar invitations were also expounded by the Div. Convenor of the Co-ordination Committee, and all their meetings were attended by the representatives of our Div. Association. He cautioned, to the effect, that equal status to all Railway Trade Unions should be given in the Co-ordination Committee. The Concious opinion of the TXRs of GTL division is also to participate in the struggle.

(3) Sri. Joseph Paul, TXR/MDU, stated that no concrete decision has so far been taken in his division, for the reason that the Div. is yet to meet; and it requires a complete revitalization. However, he said, on behalf of the MDU depot, that any unanimous decision arrived at in the C.E.C. meeting, will be strictly adhered to, and at the same time, requested the house to think of revitalising the MDU Division, in a fitting manner.

(4) Sri. T.S.B. Rao, Vice-president (of MAS division) in his statement observed, that while three divisions are absent in the meeting, and in the absence of their opinion, made available to this house, this meeting cannot take any decision, as far as the struggle is concerned; and also apprehend that there would be some victimization and it would be very difficult for our Association, to tackle this issue, when we are unrecognised.

(5) Sri. David, TXR/TNPM, while supporting the action of the President in participating in the Co-ordination Committee and appealed to all the TXRs to unite together, and launch a struggle to achieve the eight common demands, which are agreed to at our National Convention. At this hour of need and struggle, isolating our association from the struggle and the co-ordination committee will demoralise the association itself. He wanted a code of discipline to be drafted for joining the struggle and also insisted for the equal status to be given to all the Unions in the Co-ordination Committee.

(6) Sri. John Prasad-HTXR/GTL:-- He wanted our Association to join in the Co-ordination Committee and the struggle. As far as GTL is concerned, he assured to strengthen the hands of the Div. Secretary.

(7) Sri. Samuel Saradandam-HTXR/GTL:-- He cautioned the political exploitation in the struggle and joining the struggle is not bad. He insisted for a code of discipline.

(8) Sri. Kalyan-TXR/RC:-- While he supported the action of our President in joining the co-ordination committee, appealed to the house, that the struggle is inevitable since the Govt. is adamant in not conceding to our genuine demands. Whatever be our code of discipline in the struggle, yet the Govt. to suit themselves, will always brand.

our struggle is politically motivated and thus suppress our agitation. He also cautioned unless there is sacrifice, we cannot achieve anything. He pleaded for equal status in the co-ordination committee and also a good finance has to be raised to meet the onslaught of the authorities to put down our agitation. He appealed for a complete co-operation and Unity.

Sri. S. V. Chari--HONY MEMBER:-- In his address, touched the necessity of Unity which alone will take you to a victory in the ensuing struggle. He appealed to the TXRs for their sacrifice and they should not hesitate, at a time when they are required to sacrifice. Sacrifice alone will result to achieve your common demands. He also stated, with the existing unity we are able to get a revision in the entry grade, (Rs. 425--700, from Rs. 380--640,) without much struggle and sacrifice. But now, the demands are of basic demands mainly for upgrading the bulk Class IV. The struggle now, if shouldered are for class IV, who are also working under Rs. Therefore, he felt happy, that the TXRs knowing well that their main grievances is partially meted out, are ready to shoulder the struggle for a common cause to upgrade class IV. He discussed at length the eight demands expoused by the National Convention of Railwaymen. He requested to take a study note, of the eight common demands, and forward the same to the National Co-ordination Committee. He also insisted for a code-of-discipline to be followed in struggles. He appealed for the built of finance.

The President in his concluding address over this issue, said, that the absentee divisions were already informed of our participation in the co-ordination committee, on 21-3-'74 itself. The meeting notice of this C.E.C. was also issued on 28th March '74, including this item in the agenda. It is upto the three divisions, either to be present in the meeting, or to communicate their views in writing before, we meet here. However, keeping in view of the members' suggestion, to collect the conscious opinion of the three divisions, is suggested, to meet the representatives of the three divisions and to explain them the necessity of joining the co-ordination committee and as well as in the struggle.

RESOLUTION:--Resolved to confirm, the action of the President in joining the National Co-ordination Committee of Railwaymen, South Zone, and also to participate in all the meetings of the National Co-ordination Committee.

Further resolved, that the A.I.T.A., South Zone, will also join the struggle, sponsored by the National Co-ordination Committee on the common eight demands, expoused by the National Convention of Railwaymen at Delhi, and appealed to all TXRs, to join enmass in the struggle.

Further resolved, that the President of the National Co-ordination Committee, to adopt a code of discipline, to participate in the struggle, thus give no room, for any complaint of violence, sabotage anti-national etc.,

Further resolved, that the following study note, over the eight demands, adopted by the National Convention of Railwaymen, be forwarded to the President, National Co-ordination Committee, including zones for their reference and study.

Further resolved, that to meet any emergency in the struggle, all TXRs of South Zone, are requested to contribute Rs. 10/- (Rs. ten only) per head immediately and remit the same to the Central Office and further requested that all the Div. Secretaries and office bearers should ensure prompt action from their sides, in mobilising the TXRs behind the struggle, and as well as to collect the arrears of any nature from them, as the finance is badly, to face the onslaught of the authorities, to put down our struggle.

(INFORMATION HAS BEEN RECEIVED FROM MYS AND TPJ DIVNS. THAT THEY HAVE AGREED TO PARTICIPATE IN THE NATIONAL CO-ORDINATION COMMITTEE FOR RAILWAY MEN'S STRUGGLE. MYS HAS ALREADY FORMED THE COMMITTEE AT DIV. LEVEL. SO FAR NO INTIMATION (P.T.O.) FROM OJA DIVISION.)

Further resolved, that the President be empowered to call a meeting of the representatives of the three absentee divisions and place before them the decisions of the C.E.C. in the matter of participation in the National Co-ordination Committee and struggle to ensure proper action from their divisions.

STUDY NOTE ON THE EIGHT DEMANDS:--(10) (a) All Railwaymen be treated as industrial workers with full trade union rights including the right to negotiate:-- Attention is drawn to para 20, page 86, chapter 64 of Vol IV --Report of the III Pay commission, wherein the above subject is dealt with. The III Pay Commission, in general dealt the entire structure of the Govt. employees including the Railwaymen and Postal Employees and classified them as Industrial workers and non-Industrial workers, respectively. While classifying the Railwaymen as Industrial workers the Commission has already pointed out that all Labour Laws including the I.D.Act of 1947 are applicable to the Railwaymen. The rights and privileges under the I.D.Act of 1947 should also be extended to the Railwaymen but the Govt. made certain deviations in the matter of disputes relating to pay and allowances etc., The deviation as understood by the past history of the Trade Union movement of the Railwaymen is from not applying Sec. 10 I.D.Act of 1947 for a reference to Industrial Tribunal, courts or Boards in any industrial dispute, for an adjudication. But, in case of any disagreement on these issues, the matter stood referred to a domestic tribunal constituted under the JCM and PNM schemes. On account of these deviations, though the Railwaymen are classified as industrial workers, and are governed by the I.D.Act of 1947, yet the major issues like pay and allowances etc., are out of the scope of the machinery and forum created under the I.D.Act of 1947, thus depriving the Railwaymen from a proper representative character as per Sec. 36 of I.D.Act of 1947. This has resulted in majority of Railwaymen not participating in any enquiry conducted by domestic tribunals, appointed under the JCM scheme in all major issues.

Due to the deviation as stated above, the issues like pay and allowances etc., are left to the scope of Pay Commission even though the Railwaymen are Industrial workers and the Railway is defined as Industry under the I.D.Act of 1947. This Pay Commission is constituted under the commission of enquiry Act and therefore it attracted the sub-clause ii of clause 20 of the scheme of Joint Consultative Machinery and a compulsory arbitration for Central Govt. employees. The subjects which are before the commission for an enquiry and for which the commission submits its recommendations to the Govt. cannot be brought as a subject matter for an arbitration for a period of five years from the date of its recommendations. By this proviso, the Govt. has got an upper hand to compel the staff to accept the recommendations of the Pay Commission, even if they are detrimental to the working class. Attention is also drawn to para 2 in page 2 of Vol I in which it is clearly stated that the tribunals constituted under the PNM by the Railway department do not have the same status of the tribunals in I.D.Act of 1947 and the Railway Tribunal is only an ad-hoc tribunal, and therefore its recommendations are not binding on the Railway department. This is another deviation, from the award of I.D.Act of 1947, as per Sec. 18, which has a binding nature on the parties. We feel, that the above main deviations are due to the recognised trade unions in Railways. Though JCM and PNM are constituted with a laudable object curbing the multiplicity of Trade Unions in Railways, and are brought in good faith by the Govt., yet the mischief side of JCM and PNM are very prevalent and the recognised federations have turned a deaf ear to the cry of the Railwaymen. This has resulted to the multiplicity of Trade Unions in Railways and accumulations of genuine grievances. This position is exploited by the Rly. administration and as well by the Recog. Federations to put down the activities of unrecognised unions by jointly opposing the representative character of the unrecognised trade unions, even though they enjoy the confidence of more Railwaymen under the plea, that the adhoc tribunals are only domestic tribunals, wherein the recognised bodies alone enjoy the representative character.

Now, it is upto the co-ordination Committee, to insist the right of negotiations, not only to the National Co-ordination Committee, in which one of the recognised unions is a participant, but also to get right of negotiations to all other categorical associations of Railwaymen.

In the matter of privileges and rights as enjoyed by the Railwaymen as per I.D.Act of 1947, the pay commission has dealt with elaborately, how the Railwaymen are benefited, not only with the rights under labour laws, but also under fundamental rules and constitutional remedies. The present position is much beneficial (duel benefits) when compared to the forum and machinery and the rights and privileges as per I.D.Act of 1947. Therefore, it makes us to come to a conclusion that the deviations in the matter of pay and allowances also see 10 of I.D. Act 47

should be applied in toto for making a reference for adjudication. To force the Govt. to apply sec. 10 of I.D.Act of 1947, it is absolutely essential for us, to make the Govt. to treat the Railway as an Industry, i.e., Transport Industry as defined in I.D.Act of 1947, and while treating it as industry, it is also absolutely essential for the Govt. to take the resultant action to eliminate the Railways from the General Fund and create a Corporation. By this, we may achieve many better results and benefits and will force the Govt. to compare the wage structure with the similar industries in Private and Public Sectors, wherein attractive scales of pay and service conditions are offered.

(i) (b) THE WORKING HOURS OF RAILWAYMEN SHALL NOT EXCEED 8 HOURS/DAY:- It can be seen from Chapter 61 at page 57--para 3 of Vol. IV, the working hours are different in all the nine zonal Railways, and a perusal of the table published in the same chapter reads that the range from minimum of 42 hours to 48 hours max. are prevalent in all the nine zonal Railways. While this is so, we are afraid, how the above general demand will be justified. At best, we can infer and in fact there are many deviations to the above general policy of working hours. The deviations are on account of application of Hours of Employment Rules and also on account of some officials who ignore all the provisions. The object for fixing a maximum working hours, is only to ensure, that the workmen should not be overstrained and should be allowed to fulfill his family and social obligations and for recreation. We have to study the hours of employment rules from this angle, whether it infringes the capacity of the workmen or affects his health. A perusal of HER rules, will definitely reveal, that they are detrimental to the above objects. Therefore, the main demand according to us, should only be aimed at scrapping the HER and replace them by other labour laws, such as Factories Act and Shops and Establishments Act, which provides very many better service conditions and working hours and also aimed at to meet the object for fixing the maximum working hours. It is a matter of interest to note, while other countries are working towards reduction in working hours, to 40 hours in a week with more recreational facilities, we are yet unable to consider the reduction of working hours in our country, of course, without loss in production.

(1) (c) There shall be a job-evaluation of all Railwaymen thro' a Scientific system.....:-At the outset, we wish to state, that the fixing of need-based minimum wage, has no relation with job-evaluation. Job-evaluation, can evaluate jobs and give a job-analysis. There are very many methods for evaluating the jobs. Two methods are very familiar, i.e., analytical and non-analytical. In analytical method, the job is distributed to various factors, and each factor is assigned with a certain marks. The sum total marks scored by each job, will be the criteria, for fixing the jobs in groups. Thus, it is very clear by job-evaluation, jobs alone are studied and not the individual capacity productivity and personal affects. At the most, the job-evaluation will help us, to demand equal pay for equal work. It should also be borne in mind, that the job-evaluation is a science to the highest degree and it requires a complete theoretical and practical study for applying the factors. We are afraid, whether the Railway Trade Unions would be in a position to speak on job-evaluations

While the Railwaymen are neither trained nor equipped. The need-based minimum wages has to be fixed by applying the formula adopted by the ~~the~~ I.L.C. After arriving at the need-based minimum wages, for Class IV the co-official as recommended by the Fair-wages commission should be added to arrive at the Need-Based MINIMUM wages for Class III and so on. It is only after arriving at the Need-based minimum wages, for both class IV and III, different scales of pay on jobs/after making an evaluation and also considering the responsibilities the method of recruitment, the minimum educational and Technical qualifications prescribed, dealing with the public, avenues of promotional opportunities available, and the same should be fairly in comparison with the pay-scales offered for similar jobs in private and public sectors. A reading of the recommendations of the III Pay commission, at para 21, page 92, chapter 66, Vol IV, reveals that the commission has left this issue opened for a permanent panel. Therefore, it is better for us to insist the Govt. to create such a permanent panel with due and proper representation from the Railwaymen, irrespective of the recognition.

/are to be worked out

(1) (d) PENDING THE COMPLETION OF JOB-EVALUATION AND RECLASSIFICATION.....:-- The job-evaluation cannot be completed within a short time in Railways as it consists of many wings. It is easy to take up job-evaluation in all workshops and Railway factories, where normal production is going on. But it will be very difficult in the case of jobs in open lines, C&W depots, Loco and Diesel maintenance depots. Hence, the co-ordination committee should chalk out a programme of evaluation in a fitting manner and educate the Railwaymen in ~~the~~ this regard. However, the demand of the job-evaluation is definitely a good start. At the same time, our main demand for need-based minimum wages, as per the formula of I.L.C. ^{by which class IV stands benefit} is now made a secondary one and no proper quantum of force is given to this issue,

Item (2) 100% Neutralisation shall be given:--

While we welcome this demand, we are placing the following suggestions. You are aware, that the poverty line as drawn by the Planning Commission stands at Rs.200/- per month. By fixing NBMW, at Rs.196/- for Class IV, more than 60%, are either below the poverty line, or in a marginal increase. The rates calculated for the purpose of D.A. is also based on the rate of Rs.196/- for every 200 points, ignoring the real NBMW as per I.L.C. formula. As per the calculations of the III Pay commission the quantum of NBMW as per I.L.C. works to Rs.314/. per mensum. In the present context of high price-rocketing, we are of the opinion that the formula accepted by the Govt. to calculate the D.A. will not neutralize and will have no effect whatsoever. The money value is being in its ^{acute} downward trend and hence it has affected the real wages. Therefore, the gap between the real wages and the wages now offered to Railwaymen are on its increase. To fill up this gap, it is essential, that a suitable formula be worked out, at least at the rate of Rs.314/- for every 100 points. A reference to the pattern of calculation of D.A. based on the point rate system in the private sectors, will help us to arrive at a ~~kn~~ little better formula for neutralisation.

Item (3) BONUS AT THE RATE OF ONE MONTH'S WAGE FOR 1971-72

and 1972-73:--While we appreciate this demand, we are of the opinion, that you will be one among with us, to view the bonus is a deferred wages and much more in ^{also} the present context, when the NBMW is not only below the poverty line but far below from the quantum of I.L.C. We also draw your attention to the provisions made in the BONUS ACT, though not applicable to Railwaymen at present, wherein a minimum of 8.33% of Bonus is guaranteed irrespective of trading results, with a maximum of 20%, leaving to the bargaining capacity of the labour and also paying capacity of the industry. The mischievous provision under Sec. 1 - Clause III of the Bonus Act negatives our demands for a Bonus ^{under} payment of Bonus Act. Though our demand is very legitimate, and there are very many justifications for the same, yet the Railways are taking shelter under the mischievous provision made under Sec. (1)

(P.T.O.)

Therefore, it forces us to demand, to amend the mischievous provision in such a manner, as to make the Railwaymen eligible for the Bonus under the payment of Bonus Act, which will not only give a right to 8.33% as minimum Bonus, but also to demand more than 8.33% and also give us an opportunity to go into the trading results of the Railways.

(4)

(4) IMMEDIATE DECASUALISATION OF ALL CASUAL EMPLOYEES:--Your kind attention* to the Indian Standing Orders Act under which model standing orders are adopted. It can be seen from the model standing orders, that the classification of workmen as permanent, temporary and casual are based on the nature of work, they perform. No employer can appoint a casual labourer on a permanent and perennial nature of work. There are very many decisions of our Supreme Court holding that appointing casual labourer on a permanent nature of work and depriving him from the benefits that are accrued to a permanent man, is an act of anti-labour. While this is so, the Railways cannot stand as an exception, to this legal finding of the work "Casual Labourer". In fact, all the casual labourers in Railways, are all on permanent and perennial nature of work and by mere classifying them as casuals instead of permanent, they are deprived of many benefits, including the security of Service.

(5) and (6) SUBSIDISED GRAIN SHOPS AND VICTIMISATION:--

NO COMMENTS FROM OUR SIDE. THE DEMANDS ARE WELCOMED

Agenda Item (4):-- To consider organisational matters:--The letter dated 16-3-'74 of the S.Rly Class IV Association and the letter dated 28-3-'74, of Sri. B.M.S. Krishnan, TXR/TJ, were placed for consideration. The S.Rly

Class IV Association, in its further letter dated 21-3-'74, requested our co-operation effective support for organising carriage and Wagon Staff Associations, in all the C&W depots in the Southern Railway. It is understood from the hony. member, that such associations, were already organised in all depots in MDU division and as well TPJ division. The MDU division has constituted a divisional council, and the TPJ will follow. Similar Associations, are in ASK. Since the MDU C.E.C. has already decided to organise the staff also and to have a co-ordination machinery, this C.E.C. welcomes the request of the Class IV Association and also directs all its associated div. and branch offices, to go ahead in organising the C&W staff associations, in all the C&W depots assures all the co-operation, support and sympathy to the C&W staff of the southern Railway, in all matters connected to them including organisational matters. The hony member will undertake the rest of the divisions to complete this job, so as to facilitate our association to have a joint convention of TXRs with all C&W staff, in the month of June 1974, along with our annual conference. The house appreciates the actions of Sri. B.M.S. Krishnan, TXR/TJ, in this connection.

(6) Other matters if any:--with the permission of the chair, the MDU representatives, moved a resolution for revitalising their Division.

RESOLVED that, Sri. E. Venkatakrishnan, TXR/MDU, be and hereby appointed as a CONVENOR, to convene the General Body of the MDU Dn. and to hold elections for the office bearers and council members of the MDU division. Sri. P. Venkatakrishnan, is requested to take up this responsibility and complete this job without any loss of time, as there are very many problems now facing the MDU TXRs. The present office-bearers are requested to extend all their co-operation to Sri. P. Venkatakrishnan. One of the Central C.E.C. member, will witness and guide the G. Body. (ii) The letter dated 23-3-'74 of our MYS branch, addressed to DS/MYS, in the matter of singling out C&W staff and discriminating them by making them to work in Diesel Rail cars. Resolved, that this matter be brought to the notice of the General Manager, for a suitable action at the earliest. The meeting concluded with a vote of thanks to the chair and others.

N.B:-- IN SPITE OF REPEATED REMINDERS, THE DIVISIONS HAVE FAILED TO SUBMIT THE ACCOUNTS FOR THE YEAR ENDING 1973, IN THE PRESCRIBED FORM. SINCE, THERE IS HARDLY A FORTNIGHT TO SUBMIT OUR ACCOUNTS, WE ONCE AGAIN REQUEST ALL THE DIVISIONAL OFFICES TO SUBMIT THE ACCOUNTS IMMEDIATELY.

S. T. K. Niranjana
SD. T. K. NIRANJANA, PRESIDENT.